

***EMPLOYMENT
APPLICATION***

***ARCH WESTERN BITUMINOUS GROUP
Dugout Canyon Mine***

AN EQUAL OPPORTUNITY EMPLOYER

Arch Western Bituminous Group
Dugout Canyon Mine
P.O. Box 1029
Wellington, UT 84542
(435) 637-6360
Application for Employment

Equal Opportunity Employer - It is the policy of AWBG (collectively referred to as the "Company") to provide equal employment opportunity throughout the Company to all qualified persons without regard to race, color, religion, age, sex, national origin, disability, veteran status, or any other status protected by applicable laws.

INSTRUCTIONS:

- Please complete all pages, providing all requested information.
- Your signature is required on the Acknowledgments page.
- Your signature is voluntary on the Affirmative Action Self-Identification Form.

Personal Information

Name (Last, First, Middle)		Over 18 <input type="checkbox"/> Yes <input type="checkbox"/> No	
Present Address (Street, City, State, Zip Code)		Home Telephone (Area Code)	
Permanent Address (Street, City, State, Zip Code)		Work Telephone (Area Code)	
Date available for employment	Salary desired	Employment desired: <input type="checkbox"/> Part-Time <input type="checkbox"/> Full-Time <input type="checkbox"/> Temporary <input type="checkbox"/> Summer/Co-op	
Position applying for:		Will you perform shift work? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Geographic location preferred		Location(s) where you will not consider employment	
If you have a valid drivers license, state from which issued :			
Are you eligible to work in the US? <input type="checkbox"/> Yes <input type="checkbox"/> No		Have you ever worked for Arch Western? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Have you ever been convicted of a felony? If yes, please explain and provide date(s). <input type="checkbox"/> Yes <input type="checkbox"/> No			

Education Record

Education - Circle Highest Grade Completed 1 2 3 4 5 6 7 8 9 10 11 12	Date Attended		Course of Study Major - Minor	Degree Received	Grade Average	
	From	To			Overall	Major
High School Attended and Location				Diploma <input type="checkbox"/> Yes <input type="checkbox"/> No		
Vocation or Technical School Attended and Location				Diploma <input type="checkbox"/> Yes <input type="checkbox"/> No		
College or University and Location				Diploma <input type="checkbox"/> Yes <input type="checkbox"/> No		
College or University and Location				Diploma <input type="checkbox"/> Yes <input type="checkbox"/> No		
List any scholastic honors (fellowships, scholarships, special awards, etc.)						
List computer skills such as : Word Processing, Spreadsheet Software (Specify IBM, PC and/or Macintosh).						
List machines/equipment/computer software you are qualified to operate and any other skills you possess.						
List any school, professional, trade, business or civic organizations in which you have participated and offices held. You may omit those that indicate age, sex, race, color, religion, national origin, physical or mental disability or status as a disabled veteran or Vietnam Era veteran.						
List any special accomplishments, publications, or awards. You may omit those that indicate age, sex, race, color, religion, national origin, physical or mental disability or status as a disabled veteran or Vietnam Era veteran.						

Mining Experience

Length of Surface Mining Experience:	Length of Underground Mining Experience:		
Certifications: Check all that apply	State	Number	Date Issued
<input type="checkbox"/> Miner's Certificate - Underground			
<input type="checkbox"/> Miner's Certificate - Surface			
<input type="checkbox"/> Mine Foreman's Certificate - Underground			
<input type="checkbox"/> Mine Foreman's Certificate - Surface			
<input type="checkbox"/> Electrician's Certificate			
<input type="checkbox"/> EMT Certificate			
<input type="checkbox"/> Other _____			

United States Military Service Record

Branch	From	To	Highest rank or rating attained
Major duties	Date discharged		
Are you enrolled in Military Reserve? <input type="checkbox"/> Yes <input type="checkbox"/> No	Branch		
Location	Years enrolled		

Employment Record: Please list all employment starting with most recent position. Use an extra sheet of paper if needed.

1	FROM:		COMPANY NAME		SUPERVISOR'S NAME/TITLE		AREA CODE	PHONE NUMBER
	MO	YR.	COMPANY ADDRESS		CITY		STATE	ZIP CODE
	TO:		LIST JOB TITLE AND EXPLAIN DUTIES					
	MO	YR.						
	STARTING SALARY OR RATE		FINAL SALARY OR RATE		REASON FOR LEAVING			
	HOME ADDRESS WHILE EMPLOYED							

2	FROM		COMPANY NAME		SUPERVISOR'S NAME/TITLE		AREA CODE	PHONE NUMBER
	MO	YR.	COMPANY ADDRESS		CITY		STATE	ZIP CODE
	TO:		LIST JOB TITLE AND EXPLAIN DUTIES					
	MO	YR.						
	STARTING SALARY OR RATE		FINAL SALARY OR RATE		REASON FOR LEAVING			
	HOME ADDRESS WHILE EMPLOYED							

3	FROM		COMPANY NAME		SUPERVISOR'S NAME/TITLE		AREA CODE	PHONE NUMBER
	MO	YR.	COMPANY ADDRESS		CITY		STATE	ZIP CODE
	TO:		LIST JOB TITLE AND EXPLAIN DUTIES					
	MO	YR.						
	STARTING SALARY OR RATE		FINAL SALARY OR RATE		REASON FOR LEAVING			
	HOME ADDRESS WHILE EMPLOYED							

MAY WE CALL YOUR PRESENT EMPLOYER NOW? <input type="checkbox"/> Yes <input type="checkbox"/> No		IF NO, WHEN MAY WE CALL?
Do you have an agreement with any current or former employers that in any way restricts your future employment activities? If YES, please include a copy of the agreement.		<input type="checkbox"/> Yes <input type="checkbox"/> No

References: Provide names of three individuals who are familiar with your work and/or academic background. Individuals should not be employed by Arch Western Group.

Name	Company	Relationship	Phone Number

ACKNOWLEDGMENTS

(Completion of this page is required)

Please read and initial each of the following:

- _____ 1. I certify that all statements I have made in this application are true and agree that any misrepresentation or omission of facts requested may result in the cancellation of my application or my immediate dismissal from the Company. I agree to conform to the rules and policies of the Company and understand that these rules and policies may be changed, interpreted or withdrawn at the Company's option at any time without notice.
- _____ 2. I understand that my employment is contingent upon meeting the physical requirements of the job and passing (to the Company's satisfaction) a post-offer medical examination, which will include a drug screen.
- _____ 3. I agree that the Company's liability to me for wages is limited to the amount earned by me as of the date of my termination. I authorize the Company to deduct any monies owed by me to the Company whenever such deduction is not prohibited by law.
- _____ 4. I understand that federal law prohibits the employment of unauthorized aliens and that all persons hired must submit satisfactory proof of employment authorization and identity within three days of being hired. I further understand that the failure to timely submit such proof will result in my immediate dismissal from the Company.
- _____ 5. I understand that my disclosure of prior convictions for criminal or traffic offenses may not preclude my employment with the Company; however, the omission of this requested information will be sufficient cause for the cancellation of my application or my immediate dismissal from the Company.
- _____ 6. **I understand that any offer or acceptance of employment or my employment may be terminated, with or without cause, at any time at the option of either the Company or myself. I acknowledge that I do not have a contract of employment with the Company and that, in the future, I will not have any contractual rights of employment unless such rights are made part of a written agreement executed by me and by a vice president or higher level officer of the Company.**
- _____ 7. I have read and agree to comply with the above Acknowledgments.

SIGNATURE REQUIRED:

DATE:

Applicant Voluntary Self-Identification Record

We are dedicated to equal employment opportunity. As a federal contractor, we are required to gather information from applicants and employees for equal employment opportunity reporting purposes, and so we invite you to complete the information below. **Furnishing this information is completely voluntary on your part and will be kept strictly confidential. This information will *not* be considered in evaluating your qualifications for employment, nor will your choice not to furnish this information affect your eligibility for employment.**

Thank you - we appreciate your help.

Date:	Last name:	First name:
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Sex: Male <input type="checkbox"/> Female <input type="checkbox"/> Decline to state <input type="checkbox"/>	Job applied for: _____
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Race (select all that apply):

- ☐ **White** (*descended from peoples of Europe, North Africa, or the Middle East*)
- ☐ **African American or Black** (*descended from a Black racial group of Africa*)
- ☐ **Asian** (*descended from the original peoples of the Far East, Southeast Asia, or the Indian subcontinent. Includes the Philippines.*)
- ☐ **Hispanic** (*of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin*)
- ☐ **Native Hawaiian or Pacific Islander** (*descended from original peoples of Hawaii, Guam, Samoa, or other Pacific Islands*)
- ☐ **Native American/American Indian** (*descended from any of the original peoples of North, South, and Central America, including Alaska, and who maintains tribal affiliation or community attachment*)
- ☐ **Decline to state**

For Office Use

EEO-1 Category:

- 1 - Manager
- 2 - Professional
- 3 - Technician
- 4 - Sales worker
- 5 - Office & clerical worker
- 6 - Skilled worker
- 7 - Semi-skilled worker
- 8 - Unskilled worker
- 9 - Service worker

Disposition code:

- 1 - Hired
- 2 - Not hired - declined offer or withdrew interest
- 3 - Not hired - did not meet minimum requirements
- 4 - *Not hired - another candidate selected (interviewed)*
- 5 - *Not hired - another candidate selected (not interviewed)*
- 6 - Not hired - no job available (application held active for customary period)

Race code:

- A - Asian
- B - African American or Black
- H - Hispanic
- HPI - Native Hawaiian or Pacific Islander
- NA - Native American
- W - White
- B/W - African American and White
- NA/W - Native American and White
- NA/B - Native American and Black
- A/W - Asian and White
- O - Other (other combination)
- U - Unknown (Decline to state)